

Waukesha County Board of Supervisors

**Minutes of the Human Resources Committee
Tuesday, December 14, 2021**

Chair Zimmermann called the meeting to order at 1:01 p.m.

Present: Supervisors Dave Zimmermann, Duane Paulson, Mike Crowley, Richard Morris, and Jeremy Walz. **Absent:** Jacob LaFontain.

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Administrative Specialist Mary Pedersen, Human Resources Manager Renee Gage, Employee Benefits Administrator Andrea Mohr, Senior Human Resources Analyst Natalie Durr, Parks System Manager Rebecca Mattano, County Board Chair Paul Decker, Accounting Services Manager Danielle Igielski, and Senior Financial Analyst Marisa Schlichting.

Nomination and Election of Committee Secretary

MOTION: Walz moved, second by Morris to elect Crowley as Committee Secretary. Motion carried 5-0.

Discuss and Consider Ordinance 176-O-098 Approve 2022 Salary Range Adjustment To The Non-Represented 2021 Salary Ranges And Modify The Medical Salary Ranges

Gage, Durr, and Mohr were present to discuss this ordinance which authorizes a 2% across-the-board wage increase for all non-represented 2021 salary ranges effective January 1, 2022. This would include all employees except elected officials, temporary/seasonal employees, and those represented by a collective bargaining agreement. The fiscal impact of these changes is illustrated below:

	2021 Wages & Benefits Base	2022 ATB Changes	2022 Wages & Benefits Base	%
Salaries	\$77,712,635	\$1,554,253	\$79,266,888	2.00%
Retirement	\$5,881,694	\$115,811	\$5,997,505	2.00%
Social Security	\$5,214,441	\$104,289	\$5,318,730	2.00%
Total	\$88,808,770	\$1,774,353	\$90,583,123	2.00%

In addition, this ordinance authorizes increasing the five medical ranges to account for changes in the medical labor market. In some cases, the new range is higher than the employee's current salary and their salary will need to be adjusted accordingly. The impact of these adjustments is estimated at \$10,569. The annual net impact of all the provisions of the ordinance is estimated at \$1,784,922. The 2022 Adopted Budget includes sufficient funding for these changes.

Gage discussed challenges with recruiting and retaining.

MOTION: Paulson moved, second by Crowley to approve Ordinance 176-O-098. Motion carried 5-0.

Discuss and Consider Ordinance 176-O-097 Approve 2022 Salary Range Adjustment For Seasonal And Temporary Classifications And Broaden The Pay Ranges For Certain Seasonal Classifications

Gage said this ordinance approves new and expanded wages for seasonal and temporary classifications effective January 1, 2022. This ordinance increases the wage rate of all seasonal and temporary classification by 2% with the exception of a larger increase for the Civilian Bailiff classification. The 2022 estimated County-wide impact of the changes (including benefit costs) is approximately \$98,000, or an average of 2.6%. The impact of these changes has been included in the 2022 Adopted Budget. Gage and Mattano discussed challenges with recruiting and retaining.

MOTION: Walz moved, second by Morris to approve Ordinance 176-O-097. Motion carried 5-0.

Approve Minutes October 19, 2021

MOTION: Walz moved, second by Crowley to approve the minutes of October 19. Motion carried 5-0.

Next Meeting Date

- January 18, 2022

Legislative Update

Ignatowski gave an update on Next Generation 911 funding, adoption bills, a discussion on bail between our sheriff and state legislators, redistricting, the opioid settlement, and a bill on green lights for snowplows.

Executive Committee Report of November 8 and December 13, 2021

Zimmermann said the Executive Committee, at their November 8 meeting, approved three ordinances, heard a presentation on the final County Board District Map, and discussed holding joint meetings at budget time, and issuing iPads to County Board Supervisors. On December 13 they approved four appointments and went into closed session to discuss pending opioid crisis litigation.

MOTION: Crowley moved, second by Morris to adjourn at 1:39 p.m. Motion carried 5-0.

Respectfully submitted,

Michael A. Crowley

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Secretary